



U.S. Department of Energy

**BONNEVILLE POWER
ADMINISTRATION**

SENIOR EXECUTIVE SERVICE EMPLOYMENT OPPORTUNITY

Job Title & Series: Vice President, Technical & Engineering Services ES-810/ES-830/ES-850	Job Announcement Number: BPA-12-ES-03
Salary Range: \$145,000 to \$179,700 per annum	Opening Date: 10/05/12 Closing Date: 11/30/12 Applications must be received by 8:59 p.m. Pacific Standard Time (PST) to be accepted.
Location: Vancouver, WA	
Reports To: Senior VP, Transmission Services	Eligibility: United States citizenship required

ABOUT BPA:

BPA has been powering people and careers for 75 years. We provide clean, emissions-free electricity to the Pacific Northwest and maintain a high voltage transmission system to deliver that electricity. We are a leader in sustainability and environmental stewardship, promoting energy efficiency, renewable wind and hydropower, the smart grid, fish and wildlife protection and initiatives to address climate change. We are a visionary and innovative agency that values diversity and creativity and encourages continuous learning. We are located throughout the Pacific Northwest with opportunities in cities, smaller communities and in the field.

BPA is a not-for-profit federal electric utility. Our high-voltage transmission grid comprises more than 15,000 miles of lines and associated substations in Washington, Oregon, Idaho and Montana. BPA markets more than a third of the electricity consumed in the Pacific Northwest. The power is produced at 31 federal dams operated by the Army Corps of Engineers and Bureau of Reclamation and one nuclear plant in the Northwest and is sold to more than 140 Northwest utilities. BPA purchases power from seven wind projects and has more than 4,700 megawatts of wind interconnected to its transmission system.

JOB SUMMARY & MAJOR DUTIES:

Are you a seasoned electrical utility executive looking for an opportunity to lead a \$500M/year capital program and engineering services organization that supports the operation and maintenance of a 15,000 mile high-voltage transmission system that provides 75 percent of the Northwest's capacity and covers a service area of nearly 300,000 square miles? Have you demonstrated your commitment to collaborative relationships, trustworthy stewardship, and operational excellence?

The Vice President for Engineering and Technical Services has comprehensive responsibility for leading BPA's transmission system engineering and technical services organization. That organization provides technical leadership and direction in the formulation of policies, strategies and practices that pertain to the application, operation and maintenance of high voltage transmission equipment, control and protection systems, telecommunication systems, project management, realty, and reliability compliance. The incumbent serves as the principle engineer and key policy formulator in leading the design, material specification, coordination, project management and construction of major transmission infrastructure projects necessary to improve the reliability of the existing transmission system and expansion to meet transmission requests and incorporate new generation facilities.

Duties Include:

- Executive leadership in the formulation and implementation of policies, strategies, and practices associated with operation and maintenance of Bonneville's existing transmission grid as well as major

infrastructure improvement projects.

- Responsible for leading the analysis, assessment, and development of Agency recommendations, strategies, and policies associated with governmental, industry, and interest group initiatives associated with the operation and maintenance of existing transmission system facilities as well as major infrastructure improvement projects to expand system capacity to meet current and future needs of the region. Collaborates at the highest levels of the organization on the planning, development, and administration of programs, systems, and processes critical to the success of the BPA mission.
- Executive leadership of all real property for the BPA, including rights of way for 15,000 circuit miles of transmission. Leads and directs negotiations with tribal governments for transmission across Indian lands (government-to-government consultation and negotiation) and the conduct of condemnation as necessary. Ensures the strategic transmission corridors of national significance in the Northwest are secured and established and managed efficiently and effectively.
- Builds and maintains relationships with representatives at high levels of Federal and state government, including elected representatives, the Department of Energy, the Federal Energy Regulatory Commission (FERC) and state utility commissions, and with representatives of the North American Electric Reliability Council (NERC), and Western Electric Coordinating Council (WECC) and industrial associations and advocacy groups.

The successful Vice President, Engineering & Technical Services candidate will be a highly motivated industry leader who demonstrates a clear understanding of the technical issues facing North America's electric utility industry and will possess a proven track record of leading large groups of professionals through the management and execution of substantial high voltage operations initiatives. Additionally, the successful candidate will demonstrate a proven commitment to safety, including the administration and promotion of occupational safety and health rules, regulations, policies, and standards.

This position reports to the Senior Vice President for Transmission Services. This position is in the Senior Executive Service. For more information about the SES and selection information go to <http://www.opm.gov/ses>.

QUALIFICATION REQUIREMENTS:

To be considered for this position, you must demonstrate possession of each of the following:

1. Degree in electrical, civil, or mechanical engineering with substantial knowledge of high voltage electrical systems;
2. Experience providing leadership and direction to an organization engaged in the analysis, assessment, and development of recommendations, strategies, and policies associated with operation, maintenance, infrastructure expansion and replacement of an extra high-voltage transmission grid to meet current and future needs of the region; and
3. Experience managing a real property program associated with an extra high-voltage transmission grid, including public involvement in complex and potentially controversial environmental processes and rights of way issues.

EXECUTIVE CORE QUALIFICATIONS:

To be eligible for consideration, applicants must demonstrate all of the following Executive Core Qualifications (ECQs). Please provide a statement in which you address each ECQ individually, providing examples from your professional experience specifying the challenge, context, action taken, result, and what you have learned from the experience that you have used in subsequent situations.

For more information about how to write ECQ response go to <http://www.opm.gov/ses/recruitment/ecq.asp>.

ECQ 1: Leading Change. This core qualification involves the ability to bring about strategic change, both within and outside the organization, to meet organizational goals. Inherent to this ECQ is the ability to establish an organizational vision and to implement it in a continuously changing environment.

ECQ 2: Leading People. This core qualification involves the ability to lead people toward meeting the organization's vision, mission, and goals. Inherent to this ECQ is the ability to provide an inclusive workplace

that fosters the development of others, facilitates cooperation and teamwork, and supports constructive resolution of conflicts.

ECQ 3: Results Driven. This core qualification involves the ability to meet organizational goals and customer expectations. Inherent to this ECQ is the ability to make decisions that produce high-quality results by applying technical knowledge, analyzing problems, and calculating risks.

ECQ 4: Business Acumen. This core qualification involves the ability to manage human, financial, and information resources strategically.

ECQ 5: Building Coalitions. This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.

INTERVIEWS:

Competency interviews will be conducted for this position. Applicants selected for interviews will be provided additional information.

BENEFITS:

Bonneville offers a highly competitive benefits package that is matched by few employers. Details about key benefits are available at <http://jobs.bpa.gov/ses/#What%20benefits%20are%20offered> as well as the links below:

- **Federal Employee Health Benefits** - http://www.opm.gov/insure/new_employ/index.asp
- Health, Dental, Vision, Life, Flexible Spending Accounts, and Long Term Care
- **Federal Employee Retirement System** - http://www.opm.gov/retire/retire_jobseekers.asp
- Up to 5% employer match on our Thrift Savings Plan, a contributory retirement program similar to a 401(k).
- **Vacation and Sick Leave:** 26 days of accrued vacation plus 13 days of accrued sick leave.

BPA was recently selected as one of the top companies and agencies in Oregon to receive the “Families in Good Company” award for demonstrating community leadership in assisting employees in balancing work and family responsibilities. Information on BPA-specific benefits can be found at: <http://www.careers.bpa.gov/Benefits/>.

HOW TO APPLY:

Send your resume and your narrative responses to the Technical Qualifications and Executive Core Qualifications to jobs@bpa.gov. Please review the Application Package Checklist below for details on what to include in your application.

ADDITIONAL REQUIREMENTS:

- This position requires a pre-appointment background investigation. Additionally, the successful candidate must be able to obtain an “L” Clearance. This requires completing a Minimum Background Investigation (MBI), which will be initiated post appointment. Failure to successfully acquire this clearance will be ground for removal.
- This position is subject to drug testing prior to appointment and random testing thereafter. Failure to pass subsequent tests could result in disciplinary action, up to and including removal from the Federal service.
- Confidential Financial Disclosure: Selectee will be required to complete the Office of Government Ethics Confidential Financial Disclosure Report within 30 days of employment and annually.
- Applicant is subject to a one-year Executive Service Probationary Period.

APPLICATION PACKAGE CHECKLIST:

- ☐ Resume that fully describes your education and experience. Application must contain sufficient information to determine eligibility for the position. Resume must include the following information:
 - Job Announcement number, title, and grade
 - Full legal name, mailing address, contact telephone number and email address
 - Country of citizenship
 - High school attended which includes name of high school and location.
 - Employment history [including starting and ending dates (month and year)]
 - Indicate if we may contact your current supervisor.
- ☐ Narrative responses to each of the Executive Core and Technical Qualifications.
- ☐ All applicants are encouraged to complete the Ethnicity and Race Identification attached.

HOW TO SUBMIT YOUR APPLICATION:

Applications may be emailed, faxed or mailed. Due to security requirements, we only accept hand-delivered application from individuals who currently have badge access to the building. Applicants are responsible for ensuring materials are transmitted successfully.

- **Via Email:** Application materials may be emailed to careers@bpa.gov with the Job Announcement Number in the subject line. If you send your application through multiple formats, please include your name and the Job Announcement Number on each page.
- **Via Facsimile:** Application materials may be faxed to 503-230-3149.
- **Via US Mail:** Application materials may be mailed to Bonneville Power Administration, ATTN: Human Capital Management, NHQ-1, PO Box 3621, Portland, OR 97208-3621.

After You Apply:

You will be notified via email of receipt of your application package. This will also explain our process in more detail. Applicants should retain a copy of their application as BPA does not return applications or provide copies.

Applications submitted by fax or e-mail must be time/date stamped or electronically postmarked at point of origin no later than 11:59 pm PT. If all materials are not received by the closing date, your application will be evaluated solely on the information available and you may not receive full consideration or may not be considered eligible.

EQUAL EMPLOYMENT OPPORTUNITY	The United States Government does not discriminate in employment on the basis of race, color, religion, sex, national origin, political affiliation, sexual orientation, marital status, disability, age, membership in an employee organization, or other non-merit factor.
REASONABLE ACCOMMODATION	Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.
LEGAL AND REGULATORY GUIDANCE	<p>Privacy Act - Privacy Act Notice (PL 93-579): The information requested here is used to determine qualifications for employment and is authorized under Title 5 U.S.C. 3302 and 3361.</p> <p>False Statements - If you make a false statement in any part of your application, you may not be hired; you may be fired after you begin work; or you may be subject to fine, imprisonment, or other disciplinary action.</p> <p>Selective Service - If you are a male applicant born after December 31, 1959, you must certify that you have registered with the Selective Service System, or are exempt from having to do so under the Selective Service Law. You may obtain your Selective Service Number at: https://www.sss.gov/RegVer/wfVerification.aspx</p>

Applicant Source Form

The Bonneville Power Administration's Human Capital Management office has an ongoing process improvement objective associated with recruitment and outreach strategies. In order for us to assess the effectiveness of our current advertising and Recruitment efforts, please identify how you learned about this job by marking the appropriate box below:

Vacancy Announcement Number ■	Position Title, Series, Grade Vice President, Technical & Engineering Services, ES-810/ES-830/ES-850
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BPA Website

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USAJOBS Website

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Job Board (CareerBuilder, Craigslist, Employment Dept, etc.)

(please specify): _____

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Industry Website or Event (National Institute of Government Purchasers, Green Drinks, etc.)

(please specify): _____

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Social Media Website (Facebook, LinkedIn, etc.)

(please specify): _____

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Career Fair (campus events, community event)

(please specify): _____

☐

BPA employee

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Other (please specify): _____

U.S. Office of Personnel Management Guide to Personnel Data Standards	ETHNICITY AND RACE IDENTIFICATION (Please read the Privacy Act Statement and instructions before completing form.)
Name (Last, First, Middle Initial) <div style="background-color: #cccccc; width: 100px; height: 15px;"></div>	
Agency Use Only	
Privacy Act Statement Ethnicity and race information is requested under the authority of 42 U.S.C. Section 2000e-16 and in compliance with the Office of Management and Budget's 1997 Revisions to the Standards for the Classification of Federal Data on Race and Ethnicity. Providing this information is voluntary and has no impact on your employment status, but in the instance of missing information, your employing agency will attempt to identify your race and ethnicity by visual observation. This information is used as necessary to plan for equal employment opportunity throughout the Federal government. It is also used by the U. S. Office of Personnel Management or employing agency maintaining the records to locate individuals for personnel research or survey response and in the production of summary descriptive statistics and analytical studies in support of the function for which the records are collected and maintained, or for related workforce studies.	
Specific Instructions: The two questions below are designed to identify your ethnicity and race. Regardless of your answer to question 1, go to question 2.	
Question 1. Are You Hispanic or Latino? (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.) <input type="checkbox"/> Yes <input type="checkbox"/> No	
Question 2. Please select the racial category or categories with which you most closely identify by placing an "X" in the appropriate box. Check as many as apply.	
RACIAL CATEGORY (Check as many as apply)	DEFINITION OF CATEGORY
<input type="checkbox"/> American Indian or Alaska Native	A person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
<input type="checkbox"/> Asian	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
<input type="checkbox"/> Black or African American	A person having origins in any of the black racial groups of Africa.
<input type="checkbox"/> Native Hawaiian or Other Pacific Islander	A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
<input type="checkbox"/> White	A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.